

CERTIFICATED BARGAINING UNIT POSITIONS		
Program	1.0 FTE	Position Title
Early Care and Education	220 days	Early Care and Education Associate Teacher

SALARY ENHANCEMENTS (Prorated based on Full Time Equivalency)		
Position	Details	Stipend
<i>All Unit Members</i>	Unit members who hold a Master’s Degree from a regionally accredited institution	\$2,000 annual stipend
	Evidence of a Doctorate Degree from a regionally accredited institution. Maximum stipend for a unit member who possesses both a Master’s Degree and a Doctorate Degree shall not exceed \$3000 annually	\$3,000 annual stipend
	Unit members who speak a language other than English (e.g. Spanish or ASL), and who regularly use that language at least weekly, and who have passed an applicable bilingual examination	\$1,500 annual stipend
	<b>Longevity</b> After 30 years of service After 35 years of service After 40 years of service	an additional increment of \$1,750 an additional increment of \$1,750 an additional increment of \$1,750

ADDITIONAL STIPENDS		
Position	Details	Stipend
<i>All Unit Members</i>	Mentorship stipend amounts vary based on the mentee’s status, level of experience, and program requirements	\$2,000, \$1,500, or \$1,000 annual stipend
	Teacher of Record stipend of the daily rate of a regular substitute in addition to regular pay	Amount varies based on current substitute pay rates



**Certificated Salary Schedule D**  
**Annual Salary - 2024-2025**  
220 Service Days

<b>STEP</b>	<b>I</b>	<b>II</b>	<b>III</b>	<b>IV</b>	<b>V</b>	<b>VI</b>	<b>VII</b>	<b>STEP</b>
	Appropriate Permit	Appropriate Permit and 15 semester units after completion of Permit eligibility	Appropriate Permit and 18 semester units after completion of Permit eligibility	Appropriate Permit and 21 semester units after completion of Permit eligibility	Appropriate Permit and 24 semester units after completion of Permit eligibility	Appropriate Permit and 27 semester units after completion of Permit eligibility	Appropriate Permit and 30 semester units after completion of Permit eligibility	
<b>1</b>	41,813	43,067	44,361	45,692	47,062	48,475	49,929	<b>1</b>
<b>2</b>	42,233	43,501	44,805	46,147	47,533	48,959	50,428	<b>2</b>
<b>3</b>	42,654	43,934	45,252	46,611	48,008	49,449	50,932	<b>3</b>
<b>4</b>	43,080	44,374	45,705	47,076	48,488	49,944	51,443	<b>4</b>
<b>5</b>	43,512	44,818	46,163	47,546	48,974	50,442	51,957	<b>5</b>
<b>6</b>	43,947	45,265	46,622	48,022	49,463	50,948	52,474	<b>6</b>
<b>7</b>	44,167	45,492	46,856	48,261	49,711	51,203	52,738	<b>7</b>
<b>8</b>	44,387	45,720	47,091	48,503	49,960	51,458	53,000	<b>8</b>
<b>9</b>	44,609	45,949	47,326	48,748	50,208	51,715	53,266	<b>9</b>
<b>10</b>	44,832	46,178	47,564	48,990	50,459	51,973	53,533	<b>10</b>
<b>11</b>	45,058	46,409	47,802	49,236	50,712	52,232	53,801	<b>11</b>
<b>12</b>	45,283	46,642	48,041	49,480	50,965	52,494	54,069	<b>12</b>
<b>13</b>	45,509	46,873	48,281	49,729	51,220	52,758	54,340	<b>13</b>
<b>14</b>	45,736	47,109	48,521	49,977	51,476	53,020	54,611	<b>14</b>
<b>15</b>	45,967	47,344	48,765	50,228	51,735	53,286	54,883	<b>15</b>
<b>16</b>	46,196	47,579	49,007	50,479	51,993	53,552	55,158	<b>16</b>
<b>17</b>	46,424	47,819	49,254	50,730	52,252	53,821	55,436	<b>17</b>
<b>18</b>	46,658	48,059	49,500	50,985	52,514	54,089	55,713	<b>18</b>
<b>19</b>	46,893	48,299	49,746	51,240	52,776	54,360	55,990	<b>19</b>
<b>20</b>	47,124	48,539	49,995	51,495	53,040	54,630	56,269	<b>20</b>
<b>21</b>	47,362	48,783	50,246	51,753	53,306	54,903	56,551	<b>21</b>
<b>22</b>	47,597	49,025	50,497	52,010	53,572	55,180	56,835	<b>22</b>
<b>23</b>	47,837	49,271	50,750	52,272	53,841	55,455	57,119	<b>23</b>
<b>24</b>	48,077	49,518	51,003	52,532	54,109	55,733	57,405	<b>24</b>
<b>25</b>	48,316	49,766	51,258	52,796	54,380	56,012	57,691	<b>25</b>